

**A MISCELLANY OF FACTS about our timber based operations**  
for an explanation of acronyms please scroll to the bottom of the listing  
Statistical information is more than one year old unless stated otherwise

MF*	SI**	The Facts
1	141	In our main upstream operational area, 64.7% of our employees are from truly local communities (i.e.they are from within the actual timber licence areas (FTLs). (May 2022)
2	141	In our main upstream operational area, 88.5% of our employees are from local communities (i.e. they are either from within the actual timber licence areas (FTLs) or are close neighbours to them. (May 2022)
3	136-148	The percentage of women from the truly local communities and on our upstream payroll is 7.4% (May 2022)
4		The average number of trees harvested from one hectare - 7.0 trees (for Coupe 1, Ravenscourt FMU)
5	136-148	In the Refor nurseries 81% of all employees are women (Jan 2022)
6	136	Women represent 34% of the general worker downstream total workforce; this increases to 52% when foreign workers are excluded. (Jan 2022)
7	16, 45, 46 & 50	As of Jun 2024, the Company has ceased sourcing of wood/logs from natural forest and shifted all its wood/logs input to that sourced from its own planted forest source of 100% third party certified and control source origins. The control source are wood source verified to be legal compliance by MTCS/PEFC as part of CoC.
8	1	The Samling Group only holds licences for forest resources in Sarawak, Malaysia..
9	63	In our HCV assessment reports the species identified are allocated to the RTE categories of IUCN, CITES and Sarawak Red List
10	13	Our Group wood products distributer in India is: Xylos Arteriors India Private Limited
11	30	Samling has only one operating sawmill located in Bintulu, Sarawak, Grand Paragon Sdn Bhd and a non controlling share in a sawmill located in Kuala Baram, Miri, Rimalco Sdn Bhd, operated by a third party at arm’s length in Malaysia. All other non-active sawmill has been disbanded. Outside Malaysia, there is only one other owned sawmill located in Guyana in the Land of Canaan, under Barama Company Limited and it is currently not in operation (updated Dec 2024)
		Miri Sawmills located together at: Google Earth/Map coordinates : 4°34'28.6"N 113°59'14.0"E
12	30	Bintulu Sawmill located at: Google Earth/Map coordinates :3°09'24.1"N 113°04'06.6"E
		Guyana sawmill is located at Google Earth/Map coordinates: 6.5949° N 58.2079° W
13	60	Approximately 66% of the area of our Forest Timber Licences (FTLs) lies within the Heart of Borneo.
14	43	Of our total area of natural forest and industrial tree plantation 71% is 3rd party verified as legal source, either under MTCS/PEFC

15	43, 50, 51, 94, 100 & 163	<div><div><div>Table of Forest Mananagement Unit (FMU) and Forest Plantation Management Unit (FPMU) managed by Samling in Sarawak (updated Jun 2024)</div><div><div>Status of Natural Forest Certification as at June 2024</div><table><thead><tr><th>No.</th><th>FMU (Natural Forest)</th><th>Registered Size for Certification Areas / Has</th><th>Status of Certification</th><th>Date of Issue of certificate</th><th>Expiry</th></tr></thead><tbody><tr><td>1</td><td><a href="#">Ulu Trusan FMU</a></td><td>92,279</td><td>Certified to MTCS/PEFC SFM</td><td>18-Dec-23</td><td>18-Dec-28</td></tr><tr><td>2</td><td><a href="#">Gerelai FMU</a></td><td>148,305</td><td>Certified to MTCS/PEFC SFM</td><td>12-Apr-20</td><td>11-Apr-25</td></tr><tr><td>3</td><td><a href="#">Bah Sama FMU</a></td><td>35,379</td><td>Certified to MTCS/PEFC SFM</td><td>6-Sep-23</td><td>28-May-28</td></tr><tr><td>4</td><td><a href="#">Ravenscourt FMU</a></td><td>117,941</td><td>Certified to MTCS/PEFC SFM</td><td>13-May-22</td><td>3-Jun-26</td></tr><tr><td>5</td><td><a href="#">Layun FMU</a></td><td>142,790</td><td>Certified to MTCS/PEFC SFM</td><td>2-Feb-24</td><td>1-Feb-29</td></tr><tr><td>6</td><td><a href="#">Tama Abu FMU</a></td><td>182,998</td><td>Certified to MTCS/PEFC SFM</td><td>5-Apr-24</td><td>4-Apr-29</td></tr><tr><td colspan="2">Total certified FMU</td><td>719,692</td><td colspan="3"></td></tr><tr><td>7</td><td>Suling-Selaan FMU</td><td>168,099</td><td>Pending renewal of Timber Licence</td><td></td><td></td></tr><tr><td>8</td><td>Sekiwa FMU</td><td>61,447</td><td>Stage 1 proposal in 2024</td><td></td><td></td></tr><tr><td>9</td><td>Rinki FMU</td><td>45,095</td><td>Pending renewal of Timber Licence</td><td></td><td></td></tr><tr><td>10</td><td>Seriku FMU</td><td>46,192</td><td>Pending renewal of Timber Licence</td><td></td><td></td></tr><tr><td colspan="2">Total FMU areas pending certification</td><td>320,833</td><td colspan="3"></td></tr></tbody></table><div>Status of Planted Forest Certification as at June 2024<table><thead><tr><th>No.</th><th>FPMU (Planted Forest)</th><th>Registered Size for Certification Areas / Has</th><th>Status of Certification</th><th>Date of Issue of certificate</th><th>Expiry</th></tr></thead><tbody><tr><td>1</td><td><a href="#">Kuala Baram FPMU</a></td><td>3,000</td><td>Certified to MTCS/PEFC SFM</td><td>17-Feb-23</td><td>26-Dec-27</td></tr><tr><td>2</td><td><a href="#">Marudi FPMU</a></td><td>19,941</td><td>Certified to MTCS/PEFC SFM</td><td>12-Jan-24</td><td>14-Jan-29</td></tr><tr><td>3</td><td><a href="#">Segan FPMU</a></td><td>10,332</td><td>Certified to MTCS/PEFC SFM</td><td>16-Jul-20</td><td>17-Jul-25</td></tr><tr><td>4</td><td><a href="#">Lana FPMU</a></td><td>9,393</td><td>Certified to MTCS/PEFC SFM</td><td>6-May-20</td><td>11-May-25</td></tr><tr><td>5</td><td><a href="#">Paong FPMU</a></td><td>24,834</td><td>Certified to MTCS/PEFC SFM</td><td>8-Mar-24</td><td>7-Mar-29</td></tr><tr><td colspan="2">Total certified FPMU areas</td><td>67,500</td><td colspan="3"></td></tr></tbody></table></div></div></div><div><div>Summary of Forest Areas</div><div>Ha</div><div>Total of FMUs and FPMUs Certified</div><div>787,192</div><div>Total Land Areas of FMU and FPMU</div><div>1,108,025</div><div>Total % of Certified Areas</div><div>71.0%</div></div></div>	No.	FMU (Natural Forest)	Registered Size for Certification Areas / Has	Status of Certification	Date of Issue of certificate	Expiry	1	<a href="#">Ulu Trusan FMU</a>	92,279	Certified to MTCS/PEFC SFM	18-Dec-23	18-Dec-28	2	<a href="#">Gerelai FMU</a>	148,305	Certified to MTCS/PEFC SFM	12-Apr-20	11-Apr-25	3	<a href="#">Bah Sama FMU</a>	35,379	Certified to MTCS/PEFC SFM	6-Sep-23	28-May-28	4	<a href="#">Ravenscourt FMU</a>	117,941	Certified to MTCS/PEFC SFM	13-May-22	3-Jun-26	5	<a href="#">Layun FMU</a>	142,790	Certified to MTCS/PEFC SFM	2-Feb-24	1-Feb-29	6	<a href="#">Tama Abu FMU</a>	182,998	Certified to MTCS/PEFC SFM	5-Apr-24	4-Apr-29	Total certified FMU		719,692				7	Suling-Selaan FMU	168,099	Pending renewal of Timber Licence			8	Sekiwa FMU	61,447	Stage 1 proposal in 2024			9	Rinki FMU	45,095	Pending renewal of Timber Licence			10	Seriku FMU	46,192	Pending renewal of Timber Licence			Total FMU areas pending certification		320,833				No.	FPMU (Planted Forest)	Registered Size for Certification Areas / Has	Status of Certification	Date of Issue of certificate	Expiry	1	<a href="#">Kuala Baram FPMU</a>	3,000	Certified to MTCS/PEFC SFM	17-Feb-23	26-Dec-27	2	<a href="#">Marudi FPMU</a>	19,941	Certified to MTCS/PEFC SFM	12-Jan-24	14-Jan-29	3	<a href="#">Segan FPMU</a>	10,332	Certified to MTCS/PEFC SFM	16-Jul-20	17-Jul-25	4	<a href="#">Lana FPMU</a>	9,393	Certified to MTCS/PEFC SFM	6-May-20	11-May-25	5	<a href="#">Paong FPMU</a>	24,834	Certified to MTCS/PEFC SFM	8-Mar-24	7-Mar-29	Total certified FPMU areas		67,500			
No.	FMU (Natural Forest)	Registered Size for Certification Areas / Has	Status of Certification	Date of Issue of certificate	Expiry																																																																																																																					
1	<a href="#">Ulu Trusan FMU</a>	92,279	Certified to MTCS/PEFC SFM	18-Dec-23	18-Dec-28																																																																																																																					
2	<a href="#">Gerelai FMU</a>	148,305	Certified to MTCS/PEFC SFM	12-Apr-20	11-Apr-25																																																																																																																					
3	<a href="#">Bah Sama FMU</a>	35,379	Certified to MTCS/PEFC SFM	6-Sep-23	28-May-28																																																																																																																					
4	<a href="#">Ravenscourt FMU</a>	117,941	Certified to MTCS/PEFC SFM	13-May-22	3-Jun-26																																																																																																																					
5	<a href="#">Layun FMU</a>	142,790	Certified to MTCS/PEFC SFM	2-Feb-24	1-Feb-29																																																																																																																					
6	<a href="#">Tama Abu FMU</a>	182,998	Certified to MTCS/PEFC SFM	5-Apr-24	4-Apr-29																																																																																																																					
Total certified FMU		719,692																																																																																																																								
7	Suling-Selaan FMU	168,099	Pending renewal of Timber Licence																																																																																																																							
8	Sekiwa FMU	61,447	Stage 1 proposal in 2024																																																																																																																							
9	Rinki FMU	45,095	Pending renewal of Timber Licence																																																																																																																							
10	Seriku FMU	46,192	Pending renewal of Timber Licence																																																																																																																							
Total FMU areas pending certification		320,833																																																																																																																								
No.	FPMU (Planted Forest)	Registered Size for Certification Areas / Has	Status of Certification	Date of Issue of certificate	Expiry																																																																																																																					
1	<a href="#">Kuala Baram FPMU</a>	3,000	Certified to MTCS/PEFC SFM	17-Feb-23	26-Dec-27																																																																																																																					
2	<a href="#">Marudi FPMU</a>	19,941	Certified to MTCS/PEFC SFM	12-Jan-24	14-Jan-29																																																																																																																					
3	<a href="#">Segan FPMU</a>	10,332	Certified to MTCS/PEFC SFM	16-Jul-20	17-Jul-25																																																																																																																					
4	<a href="#">Lana FPMU</a>	9,393	Certified to MTCS/PEFC SFM	6-May-20	11-May-25																																																																																																																					
5	<a href="#">Paong FPMU</a>	24,834	Certified to MTCS/PEFC SFM	8-Mar-24	7-Mar-29																																																																																																																					
Total certified FPMU areas		67,500																																																																																																																								
16	44	The FDS has stated that by the end December 2022 all long term forest timber licences must have forest management certification.																																																																																																																								
17		Where our ITPs, or parts of them, are not PEFC/MTCS certified then Samling commits to obtaining PEFC Controlled Source status for such areas.																																																																																																																								
18	87	It is planned that just over 22% of the gross area of the LPFs allocated to ITP will actually be planted. Unplanted areas include: conservation areas, HCV, wetland, steep & rocky water catchments, buffer zones etc.																																																																																																																								
19	90	About 8.6% of our planted ITP area is on peat soil, covering about 2,714ha (updated June 2024)																																																																																																																								
20	7	The Samling Group, through its Reforestation division, is a member of the Borneo Forestry Cooperative (BFC). One of BFC's main objectives is to facilitate R&D among members and disseminate the findings.																																																																																																																								
21	153	The average wage of all workers in our Sarawak downstream operations is 17% above the current level required by the Minimum Wage Order 2020. (January, 2022)																																																																																																																								
22	154	Salaries of female supervisors in our Sarawak downstream operations are 72% of the level of their male counterparts. (Jan 2022)																																																																																																																								
23	154	Wages of female workers in our Sarawak downstream operations are 82% of the level of their male counterparts. (Jan 2022)																																																																																																																								
24	89	In our tree plantations, slopes of 35° and more are not planted. They are designated as Special Management Zones (SMZ) and set aside for protection as conservation areas.																																																																																																																								
25	166/167	Samling mills and operations engage suppliers on legal requirements by notifying on Samling's stand on legal source requirements, and that Samling shall have no direct or indirect involvement in unacceptable forest activities by suppliers who are not complying with local, national or international legislation, and or not complying with legislation of the country of harvest relating to trade and customs. All suppliers are engaged on the need for legal sources requirements. This process, where Chains of Custody (CoC) are applicable, is verified during the CoC audit undertaken by the accredited CBs.																																																																																																																								
26		Samling was the first private company in Sarawak to obtain forest management certification for a forest timber licence (FTL).																																																																																																																								
27		Samling was the first private company in Sarawak to obtain forest management certification for a fully operational Licence for Planted Forest (LPF).																																																																																																																								
28	50	The company is committed to sourcing its ITP logs from FSC-CW, PEFC-FM, PEFC-CS and from legal source. The company has shifted all its wood source to ITP, having made the commitment to ceased the use of natural forest log. <a href="https://www.thestar.com.my/business/business-news/2024/06/15/samling-timber-malaysia-focuses-on-sustainability">https://www.thestar.com.my/business/business-news/2024/06/15/samling-timber-malaysia-focuses-on-sustainability</a>																																																																																																																								
29	43	70%of our current ITP production area is under PEFC endorsed MTCS																																																																																																																								
30	103 & 107	We are committed to the journey to reduce GHG emissions. Our GHG intensity tCO2eq/m3 equivalent of timber products output calculated as such is 0.10 for 2022 and 0.09 for 2023 (updated Jun 2024)																																																																																																																								
31	99	Our natural forest harvesting operations have an average GHG intensity 57kg CO2e/m3 to log pond.																																																																																																																								
32	120	In 2021 the average rate of herbicide application was 5.8l/ha (glyphosate) and 96.9g/ha (metsulfuron); for fertiliser - 81.8 kg/ha.																																																																																																																								

33	175	Samling has a Group Tax Department headed by a group tax officer reporting to the Group CFO who is responsible for management of tax, review of tax practices and tax payments to governments, to ensure that the company's tax obligation is fulfilled. Samling also engages KPMG Tax and Deloitte Tax to review and check on the Group's tax compliance as well as advise on tax matters.
34	84 & others	In 2021, 70% of 3rd party ITP logs is from a single supplier - KTS Logs Marketing Sdn. Bhd. FSC-C120238. Cert Code - SGSHK-COC-450013 controlled wood
35	154	Women's wages in the Refor nurseries and offices average 89% of the male wages (Jan 2022)
36	153	Average wage in Refor nurseries and offices was 5% above the minimum wage (Jan 2022)
37	45	In 2020 66.6% of the Group's round log volume traded/processed was certified as PEFC/MTCS-FMC, FSC-CW/COC or STLVS. The balance being legal source but not certified as such.
38	150	Women employees represent 29% of the Group's worldwide timber based workforce.
39	99	Our tree plantation (ITP) operations have an average GHG intensity of 29kg CO2e/m3 to log pond.
40	102	GHG computation: (litres of diesel consumed in year/annual log production delivered to log pond or mill)*2.72 = kg CO2e/m3 log delivered
41	151	There is a Minimum Wage Order in Malaysia dd 2020 now in force: Similarly both Guyana & Russia have similar legislation with which Samling complies
42	14	In 2021, apart from Malaysia, the sourcing countries are China, Vietnam, Indonesia, Brazil, Russia and Guyana.
43	23	Samling only controls & manages forests in Sarawak, Malaysia.
44	42	Sarawak government require all eligible ITP to be certified by 2025
45	87	Starting April 2015, implementation of RIL is mandatory for licences committed for Forest Management Certification
46	40	None of our mills imports logs from other countries for processing. Supplies are 100% traceable to harvesting countries. (Jun 2025)
47	84	KTS Timber Sdn Bhd is a major supplier of ITP logs (70% of third party logs) and is FSC-CW certified. On mineral soils; no peat planted
48	87	We are committed best practices on our mineral and peat soils.
49	94	KTS Timber Sdn Bhd is a major supplier of ITP logs (70% of 3rd party logs) and is FSC-CW certified.
50	97	KTS Timber Sdn Bhd confirmed that 2020 was exceptionally wet: no hotspot/fire was recorded
51	120	A sophisticated system combining the Geomaster and the ERP allows chemical use by block, LPF and in total, to be computed
52	126	The revised Human Rights policy now on the website will be distributed to upstream & downstream for all their notice boards.
53	134	We have a dedicated native liaison team with responsibility for community engagement
54	35	In 2021, Samling has 19 third party supplying mills, of which 11 are located in Malaysia
55	164	For 2024 calendar year, the total Lost Time Injury was 0.03% of Total Man Hours worked.
56	165	For 2020, 2021, 2022, 2023 and 2024, there were zero fatalities in Samling's forestry operations
57	167	Deliveries to all our mills are from legal sources with 67.4% being 3rd part certified as such.

58	173	Shearn Delamore, a well known Malaysian law firm, conducted webinars re Anti-Corruption & Anti-Bribery Laws on the 21 July 2020 & 19 Aug 2020. The industrial Relations (IR) Manager of Group HR conducted awareness programmes on all company policies including Human Rights Policy and Anti-Bribery Anti- Corruption Policy for the operations in Oct, Nov 2021 and April 2022.
59	21	As of 21 May 2021, we had 10 FMUs and 6 LPFs under ITP.
60	19	As of 21 May 2021 there were 226,537 ha HCV, conservation and protected area within our licence areas.
61	80	All timber & tree plantation licences must have an EIA undertaken by a third party approved by NREB before operations may start.
62	121	Fertiliser trials are now in hand Trial 254 (Marudi LPF & Trial 255 (Segan LPF) to assess optimum application rates
63	34	In Malaysia, the input source for the sawmill is 100% from own operations. Guyana sawmill has no sourcing as it is not in operation (Dec 2024)
64	157	Provision of appropriate PPE and related training is externally verified by DOSH registered Hygiene Technician during their periodic personal chemical monitoring reporting required by the Chemical Health Risk Assessment (CHRA) in compliance to the Malaysian Occupational Safety and Health (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulations 2000. General provisions of PPE is verified by external auditors during PEFC annual audit.
65	96	2021 was exceedingly high rainfall year and no fires were recorded
66	104	Some upstream camps are now equipped with solar cell perimeter lighting to reduce the need for gensets operations at night. Baseline assessment of GHG emission is being carried out by consultant for pellet plant to enable planning and monitoring of GHG reduction (May 2022)
67	104	The Group has undertaken a GHG Inventory accounting for year 2022 in accordance to the GHG Protocol Corporate Accounting Reporting Standard, and covers all Scope 1 and Scope 2 GHG emissions that is within the operational control of the Group for its timber business segment. The GHG intensity tCO2eq/m3 equivalent of timber products output calculated as such is 0.10
68	108	The group engaged a third-party consultant (Eco-Ideal Consulting Sdn Bhd or “Eco-Ideal”) to conduct a GHG inventory on its scope 1 and scope 2 GHG emissions for year 2022. Eco-Ideal’s terms of reference is to ensured that the scope, coverage, methodologies, and verifications used in the exercise was in accordance with the GHG Protocol Corporate Accounting Reporting Standard, and the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories (“2006 IPCC Guidelines”) and the 2019 Refinement to the 2006 IPCC Guidelines.
69	155	The group has 1,151 fixed termed employees in the timber sector (May 2023).
70	169	In Samling, the process for engaging with suppliers on compliance involve a process of due-diligence covering notifying the company’s policy and legal requirements in the supply terms and conditions and the supplier’s acceptance of the purchase and supply agreement, and followed by a process of supplier assessment normally on annual basis or as the need arises from new information on the supplier. The assessment is to determine the suppliers’ performance and level of compliance to company’s requirement. The assessment(s) cover assessing feedbacks and information from internal source and external customers and stakeholders (if applicable), carrying out surveys on the suppliers to determine their current compliance to ESG practices, their plans for improvement (if any or necessary) and where there is negative end user/customer feedbacks, to assess the risks on the issue and to engage supplier to resolve the issues and where such issues are not amicably resolved over reasonable period, to inform termination of purchase and supply agreement to supplier as necessary.
71	170	In 2022, 100% of our wood suppliers in Malaysia are assessed internally by our timber procurement PIC on compliance to company and legal requirements.
72	172	For Sarawak operations, sourcing of 100% of supply from MTCS/PEFC source by 2025 is a commitment based on Forestry Authority’s target for all FMUs and ITPs wood source to be certified. Elsewhere such time-bound commitment will be based on the particular region’s practical supply of certified materials
73	173	In 2022. about 75% of direct and indirect wood supply for Samling are from FMU compliant with SFM practices.
74	58	Monitoring of deforestation (encroachment) and/or natural ecosystem conversion on all our FMUs is carried out in a number of ways: - via i) GIS team using satellite imagery (Sentinel-3) to detect land-use changes over the company’s entire forest areas in the process of updating FMUs’ mapping for General Harvesting Planning and Annual Forest Coupe renewal with Forestry Authorities ii) Monthly patrolling by company FMU managers and surveyors in their respective FMU boundaries and areas, iii) Engagement and surveillance by the company’s community liaison officers during their visits to local communities and intelligence gathering of information on any land use change activities. The company upon detection of any encroachment activities will investigate and report the cases to Forestry Authorities for further investigation and action. From 2020 to current period, the company has detected and recorded 168 cases of encroachment activities in our operation areas covering over 1.06 mil Ha , and which were all reported to the Forestry Authorities (May 2023)
75	62	The company is committed to do restoration of degraded areas resulting from forest operations, within its forest licence areas from 2020 onwards in line with the Restoration Program of Sarawak Forestry Department (DF Circular 2/2019 and SFC.100-1/9/6.4(09). Seedlings for this program are sourced from FDS and to facilitate this commitment and requirement, the company has established 4 indigenous species nurseries. These caters for the seedlings for the restoration of areas degraded such as temporary log landings and log ponds which are no longer in use. Since 2021, a total of 6.5 ha of the degraded area in our FMUs have been restored.
76	139	The company’s FPIC process involves a series of information exchanges, consultation, internal discussion, and negotiation steps conducted to seek consent from the affected Indigenous Peoples and Local Communities prior to implementing a given set of activities. This process may result in unqualified consent or consent with conditions for the proposed activities (or for a modified proposal), or it may result in the absence of consent. At the end of this process, the FPIC outcome shall be in a written document that specifies what was or was not agreed to
77	5	As of Jun 2025, the group has 487 executives, out of which 166 are women (34%) and in senior management team there are 10 women or 22%represented, out of a total of 46 members.

78	20	For Planted Forest Areas there are 30,245 Ha set aside as conservation area, while for the Natural Forest Areas, the company has ceased all logging/harvesting of logs in its natural forest timber concession areas since 2023 and has also in 2024 applied to the Forestry Department of Sarawak (FDS) to convert/designate a total of 809,697 Ha of its Natural Forest Timber Licence Areas to Forest Carbon Areas for preservation of the biodiversity and its carbon sink, enhancing the mitigation actions for Climate Change. Hence, in total. the area set aside for conservation is 839,942 ha. (Dec 2024)
79	42	The supplies to the company's Malaysia operation is 100% traceable to FMU level (ITP) and this represent 88% of the overall supply input for the company.

80	19	As of June 2025, unplanted areas for our plantation forest is 3,208 ha
81	103	The company is targeting to achieve Carbon-Balanced Status by 2030 (Carbon neutral position for its activities).
82	132/154	The company's HR has included in its employees induction programme (2025), the awareness on the company's Human Rights Policy and its Anti Harrassment and Anti Discrimination Policy as well as guidance and channels to address and mitigate issues of human rights, harrassment and discrimination in the workplace to all new employees. The company's internal audit team also played a role to verify compliance on matters relating to human rights, harrassment and discrimination in the company's FPMU on an ongoing basis, and to provide annual awareness training to strengthen the company's commitment.

MF*	Miscellany of Facts reference number
SI**	SPOTT Indicator number (SPOTT - Sustainability Policy Transparency Toolkit - assesses commodity produces, processors and traders on their public disclosure on ESG matters.)
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
DOSH	Department of Safety and Health
FDS	Forest Department Sarawak
FMC	Forest Management Certification
FMU	Forest Management Unit
FTL	Forest Timber Licence (for natural forest)
GHG	Green House Gases
HCV	High Conservation Value
ITP	Industrial Tree Plantation
IUCN	International Union for the Conservation of Nature
LPF	Licence for Planted Forest
MTCS	Malaysian Timber Certification Scheme
PEFC	Programme for the Endorsement of Forest Certification
RTE	Rare, Threatened and Endangered [Species]
STLVS	Sarawak Timber Legality Verification Scheme